Reasonable and Realistic Compensation

A Report to the 49th Legislature

Report and Recommendations of Montana Salary Commission

November 15, 1984

Montana Legislative Council

Published by
MONTANA LEGISLATIVE COUNCIL
Room 138
State Capitol
Helena, Montana 59620
(406) 449-3064

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REPORT AND RECOMMENDATIONS
of
MONTANA SALARY COMMISSION
to
THE 49TH LEGISLATURE

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RECOMMENDATIONS

After carefully and completely fulfilling its constitutional and statutory responsibilities to review and compare the level and form of compensation of elected state officials, members of the judiciary, legislators, and certain other officials, the Montana Salary Commission takes pride in reporting it has determined these proposals are fair and reasonable and would appropriately compensate the recipients in relationship to their burdens of responsibility and the qualifications for their offices.

The Montana Salary Commission respectfully recommends to the 49th Legislature that it enact these recommendations for annual salaries to be effective July 1, 1985:

Governor	$70,000
Lieutenant Governor	$47,500
Chief Justice of the Supreme Court	$62,500
Justice of the Supreme Court	$60,000
Attorney General	$55,000
State Auditor	$42,500
Superintendent of Public Instruction	$46,000
Public Service Commission Chairman	$43,500
Public Service Commissioner, other than Chairman	$42,500
Secretary of State	$42,500
Clerk of the Supreme Court	$32,500
Judge of the District Court	$55,000
Commissioner of Political Practices	$28,500
State Tax Appeal Board Chairman	$40,000
State Tax Appeal Board Member, other than Chairman	$37,500

Legislator: A salary commensurate to that of a Grade 16, Step 2, state employee for each day in session plus $50 a day seven days a week as reimbursement for expenses while attending a session.

SUMMARY AND RATIONALE

The deliberations of the Montana Salary Commission focused on determining a fair and reasonable level of compensation--free of all partisan political or personal considerations--to provide salaries that are realistic in light of current economic conditions and to reward the officeholder adequately for his or her burden of responsibility and for the education, experience, and mature judgment brought to the job.

To achieve that objective, Salary Commission members carefully reviewed the history of compensation levels of Montana public officials, compared salaries of Montana officials with those paid in other states and with those of executives of private business and with earnings of professionals in private practice, and considered the impact of inflation, which although sharply diminished, continues to be a threatening economic reality.

In all of its considerations, the Salary Commission kept in perspective the relationship between the compensation of those officials subject to its recommendations and that of classified state employees subject to the pay plan matrix. In almost every instance, the Salary Commission found that classified employees were more liberally compensated for the degree of responsibility, education, experience, and judgment required in their employment by comparison with those within the commission's purview.

In its final judgment, the Salary Commission found its 1982 recommendations, which were ignored by the Legislature just as its 1980 proposals had been, to be

still fair, reasonable, and realistic. Except for a few minor adjustments to reflect inter-relationships in the proposals and five substantial increases justified by new recognition of the burden of responsibility in the offices, the Salary Commission recommended salary levels that are identical with or conform closely to the 1982 proposal.

This lack of substantial deviation, the Salary Commission believes, illustrates its conviction that the 1982 recommendations were valid and were based on reality rather than on caprice or conjecture.

If enacted by the Legislature, the Salary Commission believes, these recommendations will provide fair and realistic compensation for the officials with whom it is concerned. Future activity of the Salary Commission could then consist solely of rectifying the compensation schedules in relationship to the variations of the Consumer Price Index.

The Salary Commission's recommendations are the result of serious study and are made in the genuine expectation that the Legislature will concur in the belief in their reasonableness, fairness, and practicality and will manifest that concurrence by enactment into law.

The Salary Commission members are, however, fully aware of the Legislature's failure in 1982 to consider the commission's recommendations and the pattern of rejection of salary recommendations by previous Legislatures that has almost established a tradition.

With proper regard for the prerogatives of the Legislature and with recognition of the funding realities, the members of the Salary Commission respectfully suggest that if the 1985 Legislature chooses to ignore or to disregard its recommendations, the culmination of an 11-year record of ineffectiveness may signal the necessity to develop an alternate mechanism for determining adequate compensation levels.

To require public-spirited citizens to continue to contribute their time and effort to a project whose product is repeatedly and regularly rejected exceeds reasonable expectations.

The members of the Salary Commission hope the Legislature will adopt their recommendations and that the Salary Commission may become an effective instrument of state government compensation policy.

INPUT OF INFORMATION

Every member of the executive branch covered by Salary Commission recommendations, the Chief Justice and each Justice of the Supreme Court, the leaders of both houses of the Legislature, and the president of the District Judges' Association were notified twice in the two months preceding the commission's first meeting and were invited to make presentations.

Only the retiring member of the State Tax Appeal Board (STAB) and the president of the district judges availed themselves of the opportunity to address the commission. The information they presented was enlightening and useful.

Except as regards STAB and the district judges, the Salary Commission was forced to rely for information about salary comparisons and duties and responsibilities upon material that staff developed or that was available from various governmental and private research agencies.

Despite this lack of demonstrated interest on the part of the persons most directly concerned with the result of the deliberations, the Salary Commission developed a solid and comprehensive knowledge of the subject, and its recommendations reflect a detailed understanding of the circumstances relevant to pay scales.

DEVELOPMENT OF RECOMMENDATIONS

Legislators

Beyond age, citizenry, and residence, no qualifications exist for a legislative seat.

However, the duties and responsibilities of a member of the House of Representatives or of the Senate require that he or she master many complex subjects, become conversant with a wide range of issues, and develop an understanding of fiscal policies equalling that of many professional financiers.

For almost four months every other year, the legislator is subjected to a schedule of 12 to 14 hours a day of constituent contacts, committee hearings, agency briefings, floor sessions, lobbyist importuning, and individual research for at least six days a week.

The typical legislator spends another full month every two years in a strenuous campaign to win election.

During the other 19 months of any two-year period, the legislator responds to frequent demands to participate in meetings to discuss public affairs and is constantly besieged with requests for constituent assistance in resolving problems with state government.

As compensation for these burdens, the legislator in a two-year period now receives a salary of $50.02 plus $3.59 insurance allowance each day for the 90 days of the regular session and for any special session, plus $45 a day expense reimbursement seven days a week while in session.

The $50.02 salary is the pay for eight hours for a state employee at Grade 8, Step 2, in the state classification plan, where legislators were assigned and forgotten when the pay system was inaugurated a decade ago. An anomaly in this arrangement, however, is that a regular state employee in that classification draws time-and-a-half for all work over 40 hours a week, a privilege denied to legislators.

That denial of basic rights guaranteed practically every other employee in private enterprise or the public sector is compounded by the fact that Grade 8, Step 2, is a classification covering beginning level workers of lesser skills.

The Salary Commission believes that a legislator's duties and responsibilities are at least equal to those of a middle-level manager or professional classified at Grade 16, Step 2, with a daily salary of $97.37 (including insurance allowance) under the current pay matrix.

The Salary Commission recommends that a legislator be paid a salary at a daily rate commensurate with a Grade 16, Step 2, employee for each day in session plus $50 a day expense reimbursement seven days a week while in session.

State Tax Appeal Board

The members and chairman of STAB, the Salary Commission came to believe, are probably the most underpaid officials in state government in relationship to the enormity of their responsibility, the complexities of their tasks, their workload, and the extreme importance

of their decisions upon the financial integrity of all levels of government.

The quasi-judicial power of STAB to decide disputes over business licenses, property assessments, taxes, and penalties arising from Department of Revenue decisions and to hear appeals from the county tax appeal boards gives it a unique position in state government.

Although STAB is regularly required to rule on, i.e., sustain or overturn, the decisions of Department of Revenue administrators ranging from bureau chiefs to division administrators, deputy directors, and the director whose salaries range from $32,978 to $48,449, the chairman of STAB is now paid $26,523 a year, and each of the two other members of STAB is paid $25,811 a year.

STAB's caseload of appeals has been running about 1,200 a year recently, and the backlog is approximately 2,000 cases.

The Salary Commission believes a member of STAB is entitled to compensation of $37,500 a year and that the Chairman should be paid $40,000 a year. These salary levels are comparable to the middle range of Department of Revenue executives with whom STAB deals.

Commissioner of Political Practices

Although the Commissioner of Political Practices performs an important function in preserving the integrity of the electoral process, the operation of the office has little impact on the general administration of government.

The Salary Commission looked on the duties of the Commissioner as roughly equivalent to those of a mid-level accountant because the bulk of the office's work involves verifying and regulating political expenditures and campaign activities and registering and licensing lobbyists and receiving their reports of expenditures.

An increase of about $1,700 a year was recommended to bring the Commissioner's annual salary to $28,500.

District Judge

Salary Commission members agreed that district judges are underpaid at their current level of $47,693 a year, in comparison with the earning power of practicing attorneys.

The 1982 recommendation of $55,000 a year is about 15 percent greater than a judge's current pay.

The Salary Commission decided the 1982 recommendation is still valid.

Clerk of the Supreme Court

Commenting that the duties of the Clerk of the Supreme Court are primarily ministerial and that the position should probably be appointive, the Salary Commission recommended an increase of pay for the office of about 3½ percent to $32,500 a year.

Public Service Commission

After noting that utility regulation impacts the life of every resident of Montana and that adequate

compensation is essential to attract knowledgeable, competent citizens to seek the seats on the Public Service Commission, the Salary Commission attempted to place the salary range in relationship to other positions in state government.

At $36,255 for the Chairman and $35,031 for each of the four members, the salaries are comparable to division administrators in an executive department. The Salary Commission believes that the office of a Public Service Commissioner deserves greater compensation.

The differential of compensation between the Chairman and the other four Public Service Commission members raised questions among Salary Commission members. A former PSC Chairman, now retired, was consulted. His advice was that no substantial difference in responsibility exists between the Chairman and the other commissioners.

Salary Commission members agreed on a slight modification of the 1982 proposal and recommended annual salaries of $43,500 for the PSC Chairman and $42,500 for the other Public Service commissioners.

Secretary of State, State Auditor, Superintendent of Public Instruction

Because of some perceived similarity in the responsibilities of these offices arising from common membership on one important constitutional state board, there was initial sentiment among Salary Commission members to treat them similarly.

Consideration, however, of his ex officio membership on the state's top educational boards, the academic eligibility requirements for his office, and his supervision of a staff several times larger than the other two were convincing arguments that the Superintendent of Public Instruction deserves greater compensation than the State Auditor or the Secretary of State. Neither of the latter two officers are subject to any academic or professional tests, the Salary Commission noted, and it would be possible for a candidate of slight or no qualification to be elected and to conduct the office competently by assembling a skilled, trained staff.

The Salary Commission recognized no justification for departing from the 1982 recommendation for the office of Superintendent of Public Instruction. That recommendation of $46,000 a year was renewed.

For the State Auditor and the Secretary of State, the Salary Commission members agreed, the 1982 recommendations were unreasonably low at $36,000, a salary enjoyed by many appointed officials of much less responsibility.

Salaries of $42,500 a year each were recommended for the State Auditor and the Secretary of State.

Attorney General

As the state's chief legal officer, the Salary Commission believed, the Attorney General is entitled to a salary at least as great as a district judge, or $55,000 a year.

That was the salary recommended for the Attorney General in 1982, and the Salary Commission decided to repeat the recommendation.

Supreme Court

For the Chief Justice and the six Justices of the Supreme Court, the Salary Commission felt strongly that its 1982 recommendations were valid.

For that reason, the Salary Commission renewed its recommendations of $62,500 a year for the Chief Justice and $60,000 a year for each Justice.

Governor, Lieutenant Governor

Because of the team relationship between these two officials, the Salary Commission considered their salaries jointly.

Some members felt that the Governor deserves the highest pay of any employee of the State of Montana. However, even if the Governor received a $21,000 a year pay increase to bring him up to the $70,000 recommendation of 1982, he would still fall more than $10,000 short of equalling at least two other employees, but a raise to their level was viewed as politically unachievable.

Proposals were discussed that would lower the 1982 recommendations significantly in order to defuse the political opposition to the entire package of Salary Commission proposals.

In the final outcome, however, the Salary Commission was steadfast in its belief that the Governor, as the highest ranking official of the state, was entitled to the $70,000 salary recommended in 1982 to provide him adequate compensation for his duties and responsibilities and to symbolize the supremacy of the office.

The Salary Commission decided that compensation of $47,500 a year is appropriate for the Lieutenant Governor in relationship to the Governor's pay. This level for the Lieutenant Governor will rank him only slightly below a department director.

APPENDIX A

_____ BILL NO. _____

INTRODUCED BY _____

BY REQUEST OF THE MONTANA SALARY COMMISSION

A BILL FOR AN ACT ENTITLED: "AN ACT ESTABLISHING COMPENSATION FOR ELECTED STATE OFFICIALS, MEMBERS OF THE JUDICIARY, LEGISLATORS, THE COMMISSIONER OF POLITICAL PRACTICES, AND MEMBERS OF THE STATE TAX APPEAL BOARD; AMENDING SECTIONS 2-16-405, 3-5-211, 5-2-301, 13-37-106, AND 15-2-102, MCA; AND PROVIDING AN EFFECTIVE DATE."

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF MONTANA:

Section 1. Section 2-16-405, MCA, is amended to read:

"2-16-405. Salaries of certain elected state officials. The salaries paid to certain elected officials of the state of Montana for fiscal year ~~1984~~ 1986 and following years are:

	~~Fiscal Year~~	~~Following~~	
	~~1984~~	~~June 30, 1984~~	
Governor	~~$47,963~~	~~$48,923~~	$70,000
Lieutenant governor	~~$34,344~~	~~$35,031~~	$47,500
Chief justice of the supreme court	~~$49,168~~	~~$50,151~~	$62,500
Justices of the supreme court, each	~~$47,963~~	~~$48,923~~	$60,000

Attorney general	~~$43,745~~	~~$44,620~~	$55,000
State auditor	~~$31,692~~	~~$32,326~~	$42,500
Superintendent of public instruction	~~$37,719~~	~~$38,473~~	$46,000
Public service commission chairman	~~$35,544~~	~~$36,255~~	$43,500
Public service commissioners, other than chairman	~~$34,344~~	~~$35,031~~	$42,500
Secretary of state	~~$31,692~~	~~$32,326~~	$42,500
Clerk of the supreme court	~~$30,789~~	~~$31,404~~	$32,500"

Section 2. Section 3-5-211, MCA, is amended to read:

"3-5-211. Salaries and expenses of district judges. (1) The annual salary of each district judge is ~~as--follows:~~

~~(a)--for--the--fiscal--year-beginning-July-1,-1983,-and ending-June-30,-1984,-$46,750;~~

~~(b)--after-June-30,-1984,-$47,693~~ $55,000.

(2) Actual and necessary expenses for each district judge shall be the travel expenses, as defined and provided in 2-18-501 through 2-18-503, incurred in the performance of his official duties."

Section 3. Section 5-2-301, MCA, is amended to read:

"5-2-301. Compensation and expenses for members while in session. (1) Legislators are entitled to a salary

commensurate to that of the daily rate of a grade ~~8~~ 16, step 2, classified state employee for those days during which the legislature is in session. The president of the senate and the speaker of the house shall receive an additional $5 a day in salary for those days during which the legislature is in session.

(2) Legislators are entitled to ~~$45~~ $50 a day, 7 days a week, during a legislative session, as reimbursement for expenses incurred in attending a session. Expense payments shall stop when the legislature recesses for more than 3 days and shall resume when the legislature reconvenes.

(3) Legislators are entitled to a mileage allowance as provided in 2-18-503 for each mile of travel:

(a) to the place of the holding of the session and to return to their place of residence at the conclusion of the session; and

(b) for one additional round trip to their place of residence during each session.

(4) In addition to the mileage allowance provided for in subsection (3), legislators are entitled to two additional round trips to their place of residence during each regular session upon submittal of an appropriate claim for such mileage reimbursement to the office of legislative council.

(5) Legislators are not entitled to any additional

mileage allowance under subsection (3)(a) or (3)(b) for a special session if it is convened within 7 days of a regular session."

Section 4. Section 13-37-106, MCA, is amended to read:

"13-37-106. Salary. (1) The commissioner of political practices is entitled to receive a salary of ~~$26,269--in fiscal--year--1984-and-$26,794-after-June-30,-1984~~ $28,500 a year.

(2) The salary commission must review the commissioner's salary and may recommend salary increases to the legislature."

Section 5. Section 15-2-102, MCA, is amended to read:

"15-2-102. Qualification and compensation. (1) To be appointed a member of the state tax appeal board, a person must possess knowledge of the subject of taxation and skill in matters pertaining thereto. No person so appointed may hold any other office under the laws of this state or any other state or any office under the government of the United States or under the government of any other state. He shall devote his entire time to the duties of the office and shall not hold any other position of trust or profit or engage in any occupation or business interfering or inconsistent with his duties. The state tax appeal board is transferred to the department of administration for administrative purposes only as is specified in 2-15-121. However, the board may

hire its own personnel, and 2-15-121(2)(d) does not apply.

(2) The member designated chairman as provided for in 15-2-103 shall receive a salary of ~~$26,003 in fiscal 1984 and $26,523 in fiscal 1985 and thereafter~~ $40,000 a year. The remaining state tax appeal board members shall be paid a salary of ~~$25,305 in fiscal 1984 and $25,811 in fiscal 1985 and thereafter~~ $37,500 a year. All members of the board shall receive travel expenses as provided for in 2-18-501 through 2-18-503, as amended, when away from the capital on official business.

(3) The salary commission must review the salary for members of the board and shall recommend an appropriate salary to the legislature."

NEW SECTION. Section 6. Effective date. This act is effective July 1, 1985.

-End-

APPENDIX B

COMPARISON OF SALARY COMMISSION RECOMMENDATIONS
AND SALARIES APPROVED BY LEGISLATURE

	Salary Commission's 1982 Recommendations For Annual Salaries	Legislative Enactments For Annual Salaries FY 1984	After 6/30/84
Governor	$70,000	$47,963	$48,923
Lt. Governor	50,000	34,344	35,031
Chief Justice	62,500	49,168	50,151
Justice of Supreme Court	60,000	47,963	48,923
Attorney General	55,000	43,745	44,620
State Auditor	36,000	31,692	32,326
Supt. of Public Instruction	46,000	37,719	38,473
Public Service Commission (except Chairman)	42,000	34,344	35,031
Chairman, PSC	44,500	35,544	36,255
Secretary of State	36,000	31,692	32,326
Clerk, Supreme Court	32,000	30,789	31,404
District Judge	55,000	46,758	47,693
Comm. of Political Practices	27,500	26,269	26,794
Chairman, STAB	28,500	26,003	26,523
Member, STAB	26,500	25,305	25,811
Legislator	$100 per day + $50 per day expenses	$49.21 per day + $45 per day expenses	$50.02 per day + $45 per day expenses

PAUL2/ee/Salary Comparison

APPENDIX C

THE BOOK OF THE STATES 1984-1985

VOLUME 25

THE COUNCIL OF STATE GOVERNMENTS

LEXINGTON, KENTUCKY

Table 16
STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Governor	Lieutenant governor	Secretary of state	Attorney general	Treasurer	Adjutant general(a)	Administration	Agriculture	Banking	Budget
Alabama	$63,839	$35,985	$32,940	$58,000	$45,000	$48,037		$44,687	$48,037	$36,478
Alaska	81,648	76,188	(b-1)	73,620	73,620	73,620	73,620	59,532	59,532	76,188
Arizona	56,000		31,500	50,500	34,000	39,534	57,012	39,534	39,534	43,325
Arkansas	35,000	14,000	22,500	26,500	22,500	37,817	53,473		36,000	24,206
California	49,100	42,500	42,500	47,500	42,500	65,999		67,446	57,829	(b-19)
Colorado	60,000	32,500	32,500	40,000	32,500	54,632	57,828	58,364	45,816	58,620
Connecticut	65,000	40,000	35,000	50,000	35,000	44,575	58,639	44,575	47,183	44,575
Delaware	35,000	16,600	44,800	39,600	25,700	34,600	37,800	32,000	42,100	44,800
Florida	69,550	60,455	59,385	59,385	59,385	62,878	53,467	59,385	(b-12)	55,642
Georgia	71,314	41,496	51,896	57,672	41,310	72,913	51,896	51,896	51,896	54,310
Hawaii	59,400	53,460	(b-1)	50,490	(b-9)	67,051		50,490	51,680	50,490
Idaho	50,000	14,000	37,500	42,000	37,500	58,947	46,176	47,341	41,746	45,053
Illinois	58,000	45,500	50,500	50,500	48,000	32,500	52,000	43,000	42,500	62,000
Indiana	66,000	51,000	46,000	51,000	46,000	35,282	42,432	(b-1)	38,662	42,432
Iowa	60,000	20,500	38,500	50,700	38,500	52,442	44,616	38,500	40,400	(b-12)
Kansas	47,925	14,378	29,288	42,600	29,288	39,012	58,080	47,376	25,116	50,412
Kentucky	60,000	51,010	51,010	51,010	51,010	54,875	59,500	51,010	49,500	(b-19)
Louisiana	73,400	63,367	60,169	60,168	60,168	64,934	66,492	60,168	47,495	52,908
Maine	35,000		30,000	44,431	30,000	32,469		36,670	34,570	32,469
Maryland	75,000	62,500	45,000	62,500	62,500	45,533	56,900	56,900	44,500	60,200
Massachusetts	75,000	60,000	60,000	65,000	60,000	65,394	70,047	37,203	40,445	43,971
Michigan	78,000	53,500	75,000	75,000	58,000	60,544 (m)	58,400	49,100	45,200	(b-6)
Minnesota	75,000	44,000	44,000	62,500	44,000	48,191	57,500	50,000	43,284	(b-19)
Mississippi	63,000	34,000	45,000	51,000	45,000	42,000		45,000	41,000	49,883
Missouri	55,000	30,000	42,500	45,000	42,500	34,000	40,000	40,000	34,000	34,000
Montana	47,968	34,344	31,692	43,745	29,438	47,498	47,500	47,500	35,391	47,500
Nebraska	40,000	32,000	32,000	39,500	32,000	41,194	40,426	36,151	47,500	39,165
Nevada	65,000	10,500	42,500	52,500	41,000	35,100	46,827	38,212	35,751	(b-6)
New Hampshire	56,495		30,938	39,007	30,938	24,214	50,434	29,596	30,938	(b-12)
New Jersey	85,000		66,000	70,000	70,000	29,195		66,000	70,000	(b-12)
New Mexico	60,000	38,500	38,496	44,000	38,500	44,340	(b-21)	50,004	44,340	44,340
New York	100,000	85,000	65,700	85,000		59,800		65,700	65,700	75,000
North Carolina	60,768	50,328	50,328	53,976	50,328	48,180	53,880	50,328	48,408	55,740
North Dakota	60,862	48,800	43,380	49,206	43,380	62,447	26,256	43,380	38,004	(s)
Ohio	65,000	35,000	50,000	50,000	50,000	50,003	58,802	45,926	41,350	52,936
Oklahoma	70,000	40,000	37,500	55,000	50,000	57,500		45,000	53,000	48,000
Oregon	55,423		45,619	53,308	45,619	47,904	58,236	52,776	47,904	52,776
Pennsylvania	75,000	57,500	48,000	55,000	48,000	48,000	51,500	48,000	48,000	55,000
Rhode Island	42,500	35,500	35,500	35,500	41,875	31,331	53,596	31,331	27,271	42,739
South Carolina	60,000	30,000	55,000	55,000	55,000	55,000	(b-9)	55,000	(b-4)	59,017
South Dakota	50,951	52,362	34,611	43,285	34,611	44,720	54,995	42,494	37,378	(b-19)
Tennessee	68,220	(aa)	51,510	65,650	51,510	46,526	51,510	46,526	46,526	26,364
Texas	88,900	7,200	61,200	69,000	69,000	52,600		69,000	72,288	55,500
Utah	51,984	35,640	(b-1)	41,004	35,616	32,197	43,180	32,197	34,076	38,169
Vermont	50,000	22,000	30,000	40,000	30,000	26,600	35,450	26,600	26,600	29,000
Virginia	75,000	20,000	30,368	56,000	55,120	36,920	61,360	46,176	59,350	61,360
Washington	63,000	28,600	31,000	47,100	37,200	62,878	57,800	57,800	(cc)	71,500
West Virginia(dd)	72,000		43,200	50,400	50,400	34,000	36,500	46,800	36,500	(ee)
Wisconsin	75,337	41,390	37,334	58,139	37,334	42,246	63,000	58,241	52,000	52,000
Wyoming	70,000		52,500	46,296	52,500	49,957	47,460	37,968	36,132	40,908
Dist. of Col.	78,630(hh)			63,700	51,058	N.A.	63,700			63,700
American Samoa	50,000	45,000	(b-1)	35,000	(b-6)		35,000	25,000	(b-25)	33,000
Guam	50,000	45,000		40,838	26,858	N.A.	36,838	34,838	(b-35)	36,838
No. Mariana Is.	20,000	18,000		36,000	21,095		36,000	(b-27)	(b-10)	35,000
Puerto Rico	35,000		42,000	N.A.	40,000	39,500	39,500	40,000	N.A.	40,000
Virgin Islands	52,395	47,000		43,500		38,640		34,865	(b-1)	38,640

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Civil rights	Commerce	Community affairs	Comptroller	Consumer affairs	Corrections	Data processing	Disaster preparedness	Education (chief school officer)	Education (higher)
Alabama		48,037	47,500	36,478		48,037	36,478	48,037	65,000	62,894
Alaska	59,332	73,620	73,620	53,568	57,384	73,620	59,332	53,568	73,620	59,332
Arizona	47,473	(c)	(d)	(b-19)	(b-3)	57,012	39,554	32,899	40,500	69,127
Arkansas		(f)	29,200	(b-6)	29,370	49,000	48,388	29,100	52,720	54,200
California	52,979	57,829	44,496	42,500	52,979	57,829	36,160	48,176	42,500	77,628
Colorado	45,816	48,108	39,376	53,028	45,816	39,667	55,680	43,632	71,349	67,500
Connecticut	47,183	50,539	38,790	35,000	50,539	54,215	44,575	33,150	54,215	72,000
Delaware			40,000	48,935	29,500	49,300		24,400	69,000	36,900
Florida	28,507	(b-1)	51,684	59,385	41,328	54,356	(b-9)	39,904	53,779	93,133
Georgia		55,500	53,000	51,896	42,500	51,896	47,904	(b-3)	58,429	89,239
Hawaii		50,490	(b-30)	50,490	44,550	31,680	33,216	38,040	50,490	53,460
Idaho	25,064	37,066	(b-10)	(i)	(b-3)	40,061	(b-6)	33,742	37,500	52,000
Illinois	44,000	46,000	(b-10)	48,000	(b-3)	46,000	(b-6)	32,500	69,347	76,500
Indiana	29,094	(b-1)	29,094	(i)	29,094	42,432	35,282	25,610	50,000	67,500
Iowa	31,500	43,900	38,646	52,000	43,410	51,501	44,699	30,000	32,100	52,000
Kansas	34,152	47,928	38,004	52,764	38,268	54,528	50,736	31,584	61,000	54,000
Kentucky	47,724	59,500	32,916	55,000	(b-3)	59,500	(b-6)	32,916	51,010	69,694
Louisiana	(b-3)	53,353	52,366	(b-6)	34,099	52,243	46,033	35,955	60,168	76,193
Maine	24,315	36,670		32,469	34,570	36,670	30,347	26,083	36,670	0 (f)
Maryland	46,300	40,900	43,000	62,500	45,200	48,000	45,600	32,700	62,000	55,900
Massachusetts	37,203	37,203	57,312	47,800	53,040	51,959	47,800	34,328	51,959	65,000
Michigan	49,000	53,500	45,200	(b-4)	48,900	58,400	36,560	33,930	58,400	36,561
Minnesota	43,125	55,000	41,614	(b-19)	42,500	55,000	53,223	37,605	60,625	55,000
Mississippi		57,083	(b-30)	(b-31)	31,852	40,000	44,936	28,000	50,000	39,960
Missouri	34,000	34,000	34,000	(b-6)	40,000	40,000	34,000	34,000	55,740	49,000
Montana	29,438	47,500	30,311	(b-6)	26,973	47,500	41,315	33,288	37,718	68,309
Nebraska	42,065	39,966	27,300	(b-6)		45,780	40,479	33,468	60,000	0
Nevada	30,240	43,200	31,320	41,000	28,060	47,320	41,580	27,137	37,597	43,750
New Hampshire	18,603	29,596	25,600	39,007	26,900	29,596	30,938	25,500	50,434	30,938
New Jersey	45,290	70,000	66,000	60,694	47,555	70,000	52,430	49,932	70,000	70,000
New Mexico	34,776	50,004		(b-4)	41,472	55,550	46,848	18,816	55,000	(b-15)
New York	59,800	65,700	(b-2)	85,000	55,300	69,200	(b-21)	(b-5)	76,100	(b-15)
North Carolina	28,560	51,636	28,560		34,500	51,636	60,384	25,968	56,676	89,250
North Dakota	(b-26)	42,000	26,256	(i)	31,920	33,504	31,920	33,096	44,028	69,160
Ohio	27,622	(v)	41,350	(b-4)	49,317	50,648	41,350	31,200	61,796	83,408
Oklahoma	30,000	45,000	42,500	37,401	37,500	55,000	40,200	32,500	55,000	86,580
Oregon	29,364	52,776	47,904	47,904	37,524	52,776	47,904	35,736	45,619	75,005
Pennsylvania	36,792	48,000	48,000	49,700	36,792	41,761	36,792	35,247	55,000	51,400
Rhode Island	24,351	46,359	33,692	35,504	22,545	43,334	33,692	(b-5)	60,000	60,000
South Carolina	43,708	59,686	32,101	55,000	46,984	52,766	50,718	27,191	55,000	58,099
South Dakota	(b-3)	42,494	40,498	34,611	25,376	43,410	(b-6)	27,061	44,990	50,980
Tennessee	24,024	51,510	(b-10)	51,510	46,526	46,526	28,896	24,024	51,510	65,376
Texas	45,000	55,500	49,200	69,000	55,400	64,400	52,000	36,480	63,500	62,200 (bb)
Utah	32,197	38,169	(b-10)	(b-19)	34,076	38,169	38,169	38,169	43,180	78,500
Vermont	37,648	32,500	23,000	29,000	37,648	29,000	36,525	29,141	32,500	
Virginia		(b-24)	46,176	49,816	(b-7)	52,104	48,756	41,600	61,880	58,448
Washington	48,700	50,500	(b-10)	(b-4)	26,040	60,300	54,700	38,600	42,800	59,928
West Virginia (dd)	33,270	54,425	34,868	46,800	44,200	36,500	39,035	30,500	60,475	64,692
Wisconsin	45,437	(gg)	36,598	51,237	(b-7)	55,000	(b-19)	35,000	58,139	65,799
Wyoming		34,392	(b-10)	(b-31)	27,528	40,908	40,908	28,212	52,500	28,212
Dist. of Col	59,883	63,700	51,058	61,879	44,856	63,700	63,700	63,700		25,327
American Samoa		27,000	(b-10)	(b-6)	16,497	31,595	31,595	16,617	33,000	(jj)
Guam		34,838	45,000	39,124	36,838	34,838	37,175	34,838	36,838	N A
No. Mariana Is	36,000	36,000	50,000	(b-19)	(b-10)	16,330	30,000	26,500	30,000	30,000
Puerto Rico	N A	40,000	35,000	42,000	40,000	38,000	(b-21)	33,000	40,000	N A
Virgin Islands	18,500	43,500	N A		34,776	34,776		27,674	38,640	

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Industrial development	Insurance	Labor & industrial relations	Licensing	Mental health	Natural resources	Parks & recreation	Personnel	Planning	Post audit
Alabama	(b-10)	48,037	48,037		48,037	48,037	31,408	61,050		44,400
Alaska	73,620	59,532	73,620	59,532	59,532	73,620	59,532	59,532	61,548	73,584
Arizona	43,325	39,534	43,325	(e)	47,473	52,043	36,070	47,473	(d)	58,809
Arkansas	45,258	41,272	44,019		67,266	32,564	24,206	24,206		50,173
California	57,829	57,829	67,446	(b-13)	62,624	52,979	52,979	47,760	52,032	(b-19)
Colorado	43,632	50,508	61,604	48,108	72,804	57,574	48,108	57,574	39,576	34,400
Connecticut	34,475	47,183	50,359	40,333	59,968	54,215	33,150	47,183	38,790	49,075
Delaware	52,000	25,700	39,900	25,400	47,500	44,800	33,200	33,600		25,700
Florida	44,000	(b-4)	49,755	51,928	46,776	53,909	40,878	48,438	(b-9)	39,096
Georgia	36,198	(b-12)	35,600	44,823	71,634	55,803	46,777	48,477	47,008	51,937
Hawaii	(b-30)	30,288	50,490	30,288	47,174	50,490	31,680	50,490	31,680	31,680
Idaho	(b-10)	37,066	39,874	33,613	35,433		45,074	48,485	(b-10)	43,971
Illinois	(b-10)	43,000	43,000(j)	44,000	52,000	(b-17)	(b-20)	(b-6)		48,000
Indiana	32,058	38,662	32,058		42,432	23,660	25,610	42,432	29,094	42,432
Iowa	38,000	35,000	37,200		49,442	(b-18)	31,844	27,602	42,500	38,500
Kansas	42,120	40,775	43,428		50,412	45,000	40,488	48,648	(b-9)	46,368
Kentucky	(b-10)	49,500	59,500	32,916	32,916	(b-18)	49,500	49,500	(b-6)	49,143
Louisiana	(b-10)	60,168	36,021		74,196	58,451	43,842	46,968	40,087	(b-9)
Maine	36,670	34,570	36,670	16,806	27,643	36,670	30,306	36,670	32,469	30,000
Maryland	39,500	52,200	48,700	56,900	51,875	56,900	44,200	56,900	56,900	50,700
Massachusetts	(b-10)	40,445	37,203	34,528	47,800	40,445	51,959	43,971	(b-11)	60,000
Michigan	45,200	45,200	53,500	49,000	69,300	39,609	39,609	23,114		64,800
Minnesota	(b-11)	43,284	50,000	(b-26)	53,748	55,000	48,000	55,000	57,500	48,000
Mississippi	(b-10)	45,000			54,000	42,119	38,299	43,600	37,172	45,000
Missouri	(b-10)	34,000	40,000	34,000	71,496	40,000	34,000	34,000	(b-9)	42,500
Montana	(b-11)	30,322	47,500	30,311	42,787	47,500	34,182	38,088	(b-11)	41,340
Nebraska	26,940	37,781	35,682	29,016	35,700	39,900	(b-20)	37,057	35,900	32,000
Nevada	38,817	36,982	31,445		64,800	42,060	33,290	41,289		41,600
New Hampshire	29,596	50,434	29,596		39,007	50,434	29,596	34,967	(b-11)	39,007
New Jersey		70,000	66,000	47,555	55,050	70,000	43,290	70,000		63,000
New Mexico	48,156	36,316	36,516	50,004	39,876	50,004	41,472	46,848		38,496
New York	(b-10)	65,700	65,700	(b-2)	69,200	(b-18)	65,700	(q)	(r)	(b-12)
North Carolina	31,380	50,328	50,328		61,404	51,636	28,560	51,636		50,328
North Dakota	(b-10)	43,380	43,380		26,256		36,000	26,256	26,256	(u)
Ohio	47,008	49,317	45,926		47,424	(b-1)	33,500	43,971	37,877	50,000
Oklahoma	(b-10)	50,000	37,500		74,500	43,000	45,000	45,000		50,000
Oregon	34,044	47,904	45,619	(b-10)	55,464	35,736	47,904	47,904		37,524
Pennsylvania	(b-10)	48,000	51,500	30,963	N A (x)	55,000	35,247	36,792	41,761	48,000
Rhode Island	(b-10)	24,351	32,925	22,343	51,786	(b-18)	28,268	33,692	31,331	32,476
South Carolina	(b-10)	36,219	46,122	(z)	65,965		46,121	49,614		34,455
South Dakota	(b-11)	28,995	47,008		31,907	47,008	29,432	39,499	37,502	15,995
Tennessee	(b-10)	46,526	46,526		56,339	46,526	26,364	46,526	28,896	(b-12)
Texas	44,500	57,400	51,800		68,400		(b-20)		55,500	65,000
Utah	30,485	32,197	32,197	34,076	36,060	38,169	34,076	38,169	38,169	35,496
Vermont	(b-10)	(b-8)	26,600	(b-2)	34,000	32,500	26,600	29,000	41,600	30,000
Virginia	59,800	(b-32)	43,732	38,168	62,400	46,176	31,039	49,816	(b-9)	53,280
Washington	47,200	37,200	57,800	31,728	63,348	42,800	54,700	57,800	(b-9)	37,200
West Virginia(dd)	37,475	34,000	34,000		44,195	45,500	30,289	(b-6)	(b-10)	19,918
Wisconsin	(b-1)	45,000	64,000	41,000	53,113	63,289	45,596	54,002	52,000	54,868
Wyoming	(b-10)	33,552	31,932		36,132		32,724	40,908	34,392	52,500
Dist. of Col	(b-10)	56,184	(b-16)	46,302	53,532		63,700	63,700	63,700	63,700
American Samoa	(b-10)	7,500	(b-29)		17,245		33,000	33,000	(b-10)	25,377
Guam	(b-11)	(b-8)	34,838	(b-35)	34,838	34,838	34,838	(b-6)	34,838	
No. Mariana Is.	(b-10)		(b-10)	(b-10)	(b-22)	30,000	18,223	36,000	(b-9)	36,000
Puerto Rico	N A	38,000		N A	25,800	40,000	40,000	(b-6)	40,000	(b-12)
Virgin Islands	34,799			26,560	30,000	31,911	21,339	34,776	36,000	N A

STATE ADMINISTRATIVE OFFICIALS: ANNUAL SALARIES

State or other jurisdiction	Pre audit	Public library	Public utility regulation	Purchasing	Social services	Solid waste	Taxation	Tourism	Transportation	Welfare
Alabama	(b-12)	46,089	40,500	29,198	48,037	48,037	48,037	48,037	48,540	(b-34)
Alaska	41,628	59,532	63,636	41,628	(b-22)	47,544	(b-19)	59,532	73,620	59,532
Arizona	39,554	36,070	39,554	39,554	47,473	(b-18)	57,012	36,070	62,474	62,474
Arkansas	18,824	36,998	40,776	24,206	43,146	18,824	41,317	40,778	(b-23)	53,473
California	(b-12)	33,336	60,700	48,924	57,829	57,829	63,659	36,828	57,829	(b-34)
Colorado	(b-12)	48,747	40,000	50,508	61,605	45,816	60,504	(b-10)		(b-34)
Connecticut	(b-12)	33,150	55,202	44,575	50,359	35,857	47,183	31,874	58,639	50,359
Delaware	(b-31)	28,900	31,700	33,200	39,300	N.A.(g)	46,800	32,341	46,200	39,300
Florida	41,200	41,000	56,710	43,104	51,355	38,003	58,965	44,520	63,742	46,776
Georgia	(b-11)	43,044	51,896	45,900	51,720	37,818	51,896	34,668	71,225	(b-34)
Hawaii	27,492	44,350	47,520	27,492	50,490	(b-18)	50,490	27,492	50,490	31,680
Idaho	37,500	37,357	36,500	34,577	41,029	44,140	34,500	(b-10)	56,160	42,682
Illinois	(b-12)		47,500	(b-6)	46,000		46,000	(b-10)	52,000	52,000
Indiana	46,000	29,094	42,432	(b-6)	42,432	29,094	42,432	(b-24)	38,662	(b-6)
Iowa			(b-10)	33,030	52,500	(b-18)	47,500	30,618	50,800	30,493
Kansas	(b-12)	25,236	48,458	37,488	58,080	(b-27)	50,724	31,032	54,024	37,524
Kentucky	47,484	40,788	49,620	32,916	49,500	32,916	59,500	59,500	59,500	49,500
Louisiana	(b-9)	48,713	59,748	(b-6)	48,713	(b-18)	52,366	43,841	58,454	42,624
Maine	(b-12)	30,306	45,236	30,306	25,334	(b-18)	34,570	(b-10)	36,670	(b-34)
Maryland	45,600	33,623	49,500	28,823	60,200	44,200	(b-12)	37,100	62,000	(b-34)
Massachusetts	(b-12)	29,647	37,203	43,971	70,047	34,528	51,959	31,970	40,445	47,800
Michigan	(b-31)		48,900	39,609	58,400	(b-18)	(n)	39,609	58,400	(b-34)
Minnesota	52,179	46,812	40,000	42,178	53,745	46,400	57,500	48,900	63,750	53,745
Mississippi	(b-31)	37,000	40,000	36,984	45,000	28,114	50,000	35,544	(b-17)	(b-34)
Missouri	34,000	34,344	40,000	34,000	40,000	28,884	40,000	34,000	(b-23)	34,000
Montana		34,887	35,544	32,614	47,500	29,893	47,500	31,788	35,675	(b-34)
Nebraska	(b-6)	38,863	25,000	34,002	33,600	29,820	43,575	25,536	(b-23)	40,210
Nevada	(b-6)	27,090	45,924	43,459	51,570	(b-18)	41,289	47,500	51,300	44,360
New Hampshire	(b-12)	29,596	50,434	29,596	30,938	21,950	50,434	18,833	(b-23)	(b-34)
New Jersey	(b-12)	51,843	66,000	49,932	70,000	37,262	55,050	37,262	70,000	52,430
New Mexico	45,576	34,776	48,156	39,876	38,340	(b-18)	50,004	41,472	50,004	38,340
New York	(b-12)		69,200	(b-21)	69,200	(b-18)	65,700	62,500	69,200	(b-34)
North Carolina	(b-31)	31,380	51,328	31,380	36,192	22,500	51,636	29,928	51,636	(b-34)
North Dakota	(s)	28,956	43,380	26,256	63,000	28,956	43,380	23,820	28,956	(b-34)
Ohio	(b-31)	41,350	58,011	27,622	35,880	43,514	44,013	41,350	58,822	53,851
Oklahoma	(b-19)	35,000	46,500	42,400	69,500	37,400	47,600	(b-28)	55,000	(b-34)
Oregon		43,428	58,236	47,204	58,236	34,044	52,776	29,364	58,236	52,776
Pennsylvania	(b-4)	29,653	42,500	(b-21)	(y)	33,858	(b-19)	(b-10)	55,000	55,000
Rhode Island	(b-12)	31,331	23,429	39,122	42,739	34,321	40,930	26,272	39,667	33,692
South Carolina	(b-12)	37,138	41,604	51,196	59,151	30,586	48,991	30,586	(b-23)	(b-34)
South Dakota		28,038	26,998	28,454	49,005	33,134	42,494	30,014	50,003	36,264
Tennessee	28,896	17,568	46,526	21,972	28,896	26,364	46,526	46,526	51,510	46,526
Texas	(b-12)	45,600	49,500	(b-21)	64,400	45,480	(b-12)	43,100	(b-23)	(b-34)
Utah	(b-19)	30,485	36,060	30,485	38,169		34,076	30,485	40,382	30,485
Vermont	(b-19)	24,400	45,953	24,400	32,500	37,398	29,000	40,477	35,450	32,500
Virginia	(b-12)	44,928	59,350	37,092	49,816	0	53,584	31,039	61,360	(b-34)
Washington		34,500	34,700	(b-6)	(b-22)	33,336	57,800	34,176	71,500	(b-22)
West Virginia (dd)	(b-19)	53,483	43,000	26,316	23,955	26,316	47,500	19,918	19,918	45,500
Wisconsin	38,910	32,228	56,000	53,198	(b-22)	35,124	58,000	40,001	60,000	(b-22)
Wyoming	(b-31)	31,152	41,940	38,928	39,900	29,640	44,064	31,152		(b-34)
Dist. of Col.		63,700	63,700	56,164	63,700	54,462	63,700	(b-10)	63,700	59,883
American Samoa		16,299		(b-21)		28,377	28,085	(b-10)	30,000	
Guam	(b-9)	34,838	36,838	21,398	(b-22)	(b-23)	36,838	40,838	30,838	36,838
No. Mariana Is.	(b-31)	13,601	(b-23)	23,256		(b-23)	20,093	36,000	(b-23)	30,000
Puerto Rico	40,000	N.A.	38,000	N.A.	40,000	35,000	25,800	N.A.	40,000	(b-34)
Virgin Islands			25,000	(b-21)	36,000		38,640	34,776		(b-34)

Table 6
LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS

	Salaries					Travel allowance		
	Regular sessions			Special sessions				
State	Per diem salary	Limit on days	Annual salaries	Per diem salary	Limit on days	Cents per mile	Round trips home to capital during session	Per diem living expenses
Alabama			$4,800			20	One	$65 for 105C of regular session and 30C of special session
Alaska			$48,000			0	One(a)	None
Arizona			$15,000			20.5	Unlimited	$40 ($20 for those living inside Maricopa County) for first 120C of regular and all of special session, $20 ($10 for those living inside county) after 120C of regular session. (U)
Arkansas	(b)	(b)	$7,500(b)			23	Weekly	Up to $308/w (V)
California			$28,110			(c)	One(d)	$62
Colorado			$14,000			20 (24 4-wheel drive)	Weekly(e)	$40 (for those who do not live in Denver metro area (U)
Connecticut			$10,500			20	Unlimited	None
Delaware			$12,255			15	Unlimited	None
Florida			$12,000			20	Weekly	$50 for 60C of regular session and all of special session (U)
Georgia			$7,200			20	Weekly	$59, limited to 40L of regular session and 40L of special session(f)
Hawaii			$13,650			(g)	Unlimited	$20 for neighbor island legislators (U)
Idaho			$4,200(h)			18	Five	$44 out-of-town members, $25 Boise members (U)
Illinois			$28,000			20	Weekly	$36 (U)
Indiana			$9,600			24	Weekly	$65 (U)
Iowa			$13,700(i)	(i)	(i)	22	Weekly	$30 for 120C in odd numbered years and 100C in even-numbered years
Kansas	$47	None		$47	None	22	Weekly	$50 (U)
Kentucky(j)	$100	(k)		$100	(l)	20.5	Weekly	$75/C (U)
Louisiana	$75(m)	85C	(m)	$75(m)	None	21 or coach air fare if lives more than 100 miles away from capitol	Weekly	(m)
Maine			(n)	$35	None	22	One(o)	$45 for meals and lodging or $21 for meals only (U)
Maryland			$21,000			19	One per diem if no lodging expense was incurred that day	$68 for lodging and meals (V)
Massachusetts			$30,000			Included in living expense allowance	See living expense allowance	Amount covering mileage, meals and lodging ranges from $5 to $50, depending on distance legislator's district is from Boston
Michigan			$33,280			29.5	Unlimited	$6,700/y (V)
Minnesota			$18,500			26(p)	Weekly	$36 outstate, $23 metro (U)
Mississippi			$8,100	$50	None	20	Weekly	$44 actual daily attendance (U)
Missouri			$15,000			17	Weekly	$35
Montana	$49.21	90L		$49.21	None	20.5	Four	$45 (U)
Nebraska			$4,800			21	One	None
Nevada	$104	(q)		$104	(q)	20	(r)	$56 (V)
New Hampshire			$100(s)	(s)	(s)	38 first 45 miles, 19 thereafter	Unlimited	None

New Jersey			$25,000			0		None
New Mexico	$75	60L (odd) 30L (even)		$75	None	25	One	None
New York			$32,960			0		$55 (V)
North Carolina			$6,936(t)			25	Weekly	$50 C (U)
North Dakota	(u)	(v)		(u)	None	20	Weekly	(u)
Ohio			$22,500			20	Weekly	None
Oklahoma			$20,000			22	Weekly(w)	$35 for each night away from home on state business during regular and special sessions. Legislators are only compensated for 90L during regular session, and as per governor's call order for special session (w)
Oregon			$8,400			0		$44 C (U)
Pennsylvania			$35,000(x)			20	Weekly	Up to $75/d (U)
Rhode Island	$5	60L				8	Unlimited	None
South Carolina			$10,000(y)			23	Weekly	$50/L (V)
South Dakota			$3,200/odd(z) $2,800/even(z)			21	Each weekend legislature is in session	$50 (U) for up to 35L in even numbered years and up to 40L in odd numbered years. After Jan. 1, 1985, $75 for the same
Tennessee			$8,308.08			19.96	Weekly	$66.47 (U)
Texas	(aa)	(aa)	$7,200(aa)	(aa)	(aa)	(bb)	(cc)	None
Utah 1984	$25	60C(odd) 20C(even)		$25	30C	23	One	$25 subsistence. Everyone who lives outside of Salt Lake or Davis receives $35 or mileage but not both
1985	$65	60C(odd) 20C(even)		$65	25(dd)			
Vermont	$55 L(ee)	(ee)		$55 L (ee)	(ee)	20.5	Weekly if room rented in Montpelier or vicinity, otherwise per diem	$27.50 for room and $22.50 for meals if renting room in Montpelier or vicinity. $38.75 if living in Montpelier or vicinity (U)
Virginia			$11,000			20.5	Weekly	$75 C (U)
Washington			$13,750			10	One	$44 (U)
West Virginia			$5,136(ff)	(ff)	(ff)	17	Weekly	$20/d for meals (U), $30/d lodging (V)
Wisconsin			$22,631.04			21.5(gg)	Weekly	$41.63/L when legislator must establish temporary residence at state capital. Otherwise, $20.81 (U)
Wyoming	$30	40L(odd) 20L(even)		$30	None	20	One	$60 (U)

Note. In many states, legislators who receive an annual salary or per diem salary also receive an additional per diem amount for living expenses. Consult appropriate columns for a more complete picture of legislative compensation during sessions. For information on interim compensation and other direct payments and services to legislators, see table on Legislative Compensation, Interim Compensation and Other Direct Payments.

Key

— Not applicable
C — Calendar day
L — Legislative day
U — Unvouchered
V — Vouchered
d — day
m — month
y — year
w — week

LEGISLATIVE COMPENSATION: REGULAR AND SPECIAL SESSIONS—Continued

(a) Legislators are reimbursed for whatever expenses are incurred in coming to and from the capital one time. This includes any moving expenses. (V)

(b) In addition to the annual salary of $7,500, legislators receive per diem salary of $20/L.

(c) Legislators are provided a leased state car up to $265/m and gasoline credit card.

(d) Legislators are compensated for one round trip per two-year session if using other than leased car. (V)

(e) Paid only to those who do not live in the Denver metro area.

(f) Unless special session is extended by 3/5 vote of each house and approved by governor.

(g) Travel allowance to neighbor islands during a session on official legislative business, (excluding attendance at a legislative session for neighbor island legislators) to be equal to the maximum allowance for such expenses payable to any public officer or employee. Presently, this equals $45/d inter island, $60/d out-of state. (U)

(h) Legislators are paid $800/m for January, February and March, $200/m for April through December, plus $35/d for interim business.

(i) In addition, legislators receive $40/L during special sessions.

(j) Member's organizational session per diem and expense allowance are identical to such compensation for regular or extraordinary sessions, except payment is based on meeting days rather than calendar days. An organizational session may continue for not more than 10 legislative, or meeting, days.

(k) While regular sessions are limited to 60L every other year, per diem amount is paid for every calendar day of the session.

(l) Per diem amount is paid for every calendar day of the session, which is unlimited in duration.

(m) In addition, the legislators receive a monthly expense allowance totaling $16,800/y.

(n) $6,500 first year of biennial session, $3,500 second year.

(o) Legislators automatically receive one round trip mileage per week. They may claim additional trips (to a maximum of one per day) in lieu of lodging for each session day.

(p) The travel allowance is available only to outstate legislators who must move to St. Paul.

(q) While there is no limitation on the number of days the legislature may be in session, the constitution limits the number of days for which legislators may receive compensation. Beyond the 60th day of the regular session and the 20th day of the special session, salaries cease and legislators may only draw upon their expense allowance.

(r) Legislators have a supplemental travel allowance of up to $3,500 for a regular session and $1,000 for a special session. (V)

(s) In addition to the annual salary of $100, a legislator receives $3/d for up to 15 legislative days of the special session.

(t) Plus $2,064/y expense allowance.

(u) Legislators whose tax home is in Bismarck receive $90/d and no expenses. Others receive $40/d plus $50 expenses. (U)

(v) There is a constitutional limit on legislative sessions of 80 natural days during a biennium. The per diem is payable each calendar day during a session.

(w) Legislators may elect mileage in lieu of per diem, limited to four round trips per week and the per diem amount.

(x) Effective December 1, 1984.

(y) Legislators are also paid $35/d on a non session day for a committee meeting.

(z) When the legislator is unable to attend a session, his salary is reduced accordingly.

(aa) In addition to an annual salary of $7,200/y, the legislators receive a per diem salary of $30 for 140C of the regular session and 30C of the special session.

(bb) Travel mileage reimbursement is 23 cents per mile in personally-owned automobiles, 40 cents per highway mile when traveling in a personally-owned or leased single engine aircraft, and 65 cents per highway mile when traveling in a personally-owned or leased twin engine aircraft. Reimbursement for commercial air transportation may not exceed the next lowest airline fare below first class unless such is not available.

(cc) Senators are reimbursed for all round trips home to capital during session from funds appropriated for that purpose. Representatives are reimbursed for their first four trips per month from funds appropriated for that purpose, thereafter, reimbursement for round trips is taken from the member's operating account.

(dd) The 25-day limit includes each day the legislator attends veto-override and special sessions and authorized legislative meetings.

(ee) Legislators may receive a maximum of $9,500 during the regular session, and $2,000 during the special session.

(ff) In addition to the annual salary of $5,136, legislators receive $35/d in special sessions.

(gg) As an alternative, any legislator may use any public transportation and be reimbursed for no more than one round trip weekly.

APPENDIX D

Survey Survey Survey Survey Survey

# of Judicial Salaries

Published by the National Center for State Courts

May 1984 **Volume 10 Number 1**

Judicial Salary Summary

Since the last issue of the *Survey of Judicial Salaries* (November 1983), eight states have reported changes in salaries paid their judges. Judges in another nineteen states are scheduled to receive increases, fourteen on July 1, 1984, and the remaining on or before January 1, 1985.

As of May 31, 1984, the salaries of associate justices of the highest courts ranged from $44,431 to $81,859, with an average (mean) of $59,900. The median salary was $57,844. The current salary range for intermediate appellate court justices is $46,300 to $76,745, with a mean of $59,278 and a median of $57,000. General trial court judges are paid between $39,932 and $73,620. Their mean salary is $52,931 and the median is $50,850.

Judicial Salary Setting

The National Center for State Courts gathers information quarterly on the salaries of state court judges and state court administrators through a survey of state court administrators. They are asked to report current salary figures and to note any pending or future changes. The information is fully presented in the semiannual publication of this survey, and updated in the interim in the NCSC publication *State Court Journal* in the winter and summer issues. This issue of the *Survey of Judicial Salaries* reports salaries as of May 31, 1984.

The determination of appropriate salary levels for positions in any field involves a complexity of factors. The state judiciary is no exception. General guidelines usually suggest that a salary reflect the level of responsibility a job entails and the condition of the "marketplace." It is commonly agreed that competitive salaries, or other forms of compensation, attract the "best" applicants. In the case of judgeships, as with many other jobs, not all forms of compensation are measurable. These are the intrinsic benefits such as status, honor, and satisfaction in public service. Still other forms are measurable but difficult to compare. Here we refer to retirement plans, disability and death benefits; insurance plans; vacation, holiday, and sick leave provisions; travel and library allowances, and other fringe benefits. The point to be made here is that salary is but one form of compensation; it must be weighed with other benefits that may offset salary differentials. Such benefits are discussed by Timothy Pyne in *Judicial Retirement Plans* (Chicago: American Judicature Society, 1981) and by Larry C. Berkson and Susan B. Carbon, in "Compensation and Benefits of Trial Court Judges: 1980," *State Court Journal*, vol. 5, no. 2 (Spring 1981).

Judicial salaries are set by state legislatures, some with the recommendations of a judicial compensation commission. (See Marilyn McCoy Roberts, *Judicial Compensation Commissions*, published in Williamsburg, Va., by the National Center for State Courts in 1979.) The salary-setting process requires some kind of comparison among similar positions. Some states use positions in the executive branch as comparison points. Others make comparisons with similar judicial positions in other states.

In comparing salaries it is important to keep in mind that positions within a similar category of "judge" may vary from jurisdiction to jurisdiction with regard to responsibilities and workload, and that the salary of the occupant of a given position may also be affected by a person's longevity in that position. Local supplements to state base salaries in some states create another difficulty in comparing across jurisdictions. Furthermore, the cost of living varies within and between states. Thus the same salary will not purchase equivalent goods and services in different localities.

Salaries

Courts of Appellate and General Jurisdictions and State Court Administrators

Abbreviations

AC Appellate Court
AJ Associate Judge, Justice
App Appellate
Asst Assistant
CA Court of Appeals
CC Circuit Court
Ch Chancellor
Cir Circuit
CJ Chief Justice, Judge
Co County
Comm Commissioner
Comp Compensation
CP Court of Common Pleas
Cr Criminal
CSA Court of Special Appeals
DC District Court
DCA District Court of Appeals
Gen Sess Ct General Sessions Court
J Judge
JC Justice Courts
JDRC Juvenile and Domestic Relations Court
JP Justice of the Peace
MC Municipal Court
P Presiding or President
PC Probate Court
PoC Police Court
SC Superior Court
SCA State Court Administrator
SpecJ Special Judge
SrC Surrogate Court
Sup Supreme
Supp Supplement

	Highest Court CJ	Highest Court AJ	State Court Administrator	Intermediate Appellate Court	General Trial Court
Alabama	58,500	58,000	**52,884**	CCivA 57,000 CCrA 57,000 PJ 57,500	State CC 48,000 Local supps 1,200 to 19,200
Alaska	81,648 to **94,440** depending on location and cost of living differentials	81,648 to **94,440**	79,648	CA 76,188	SC 73,620 to 87,780 depending on location and cost of living differentials
Arizona*	57,500	57,500	53,500	CA 55,500	SC 53,000 Comm 45,050, set by Presiding Judge, not to exceed 85% salary of SC Judge
Arkansas*	56,152	51,573	**39,662**	CJ 50,696 AJ 49,817	CC 48,060 ChC 48,060
California	**86,977**	**81,859**	**70,665**	CA **76,745**	SC **67,063**
Colorado*	58,936	55,600	51,152	CA CJ 52,264 AJ 51,152	DC 47,260
Connecticut*	63,600	58,300	61,500 SCA is also a SupCt AJ	AC 55,700	SC 53,000
Delaware	**59,700**	**59,000**	**45,500**		SC PJ **56,000** AJ **55,500**
Florida	67,588	67,588	48,514	DCA 60,994	CC 58,247
Georgia*	57,680	57,680	46,725	57,054	SC 48,276 Local supps to 19,052
Hawaii	56,430	53,460	50,490	CJ 53,460 AJ 51,975	CC 50,490
Idaho	47,300	47,300	46,620	CA 46,300	DC 45,300
Illinois	75,000	75,000	**70,000**	AC 70,000	CCJ 65,500 AJ 60,500
Indiana*	47,244 Subsistence allowance 3,000	47,244 Subsistence allowance 3,000	Ex Dir-St Ct Administration 46,500	CA 47,244 Subsistence allowance 3,000	CC, SC 39,932 to 42,182
Iowa*	62,100	57,100	46,700	CA CJ 55,400 J 54,200	DC CJ 53,000 AJ 50,700

NOTE: Boldface figures indicate changes since last survey.

*See page 7 for pending or future changes.

Salaries

Courts of Appellate and General Jurisdictions and State Court Administrators

	Highest Court CJ	Highest Court AJ	State Court Administrator	Intermediate Appellate Court	General Trial Court
Kansas*	**55,646**	**52,864**	**48,969**	CA CJ **51,752** J **50,639**	Dist J designated as Adm J **49,526** Dist J **48,969** A Dist J **46,743** A Dist J designated as Adm J **47,300** Dist Magistrate Judge **21,146**
Kentucky	**57,820**	**56,664**	**46,748**	CJ **54,929** J **54,351**	CC **52,038**
Louisiana	66,566	66,566	60,169	CA 63,367	DC base 60,169
Maine	46,514	44,431	43,186		SCCJ **44,236** SCJ 43,736
Maryland*	64,000	62,500	57,300	CSA CJ 61,500 AJ 60,000	CC CJ 58,000 CC AJ 58,000
Massa-chusetts	65,000	62,500	62,500	AC CJ 62,500 AJ 62,500	SC CJ 62,500 AJ 60,000
Michigan	**74,000**	**74,000** Comm **28,710** to **63,684**	65,814	CA **71,040**	CC **40,700** Local supps **10,950** to **27,380** Recorders Court (Detroit) **68,080**
Minnesota*	70,000	65,000	48,000 to 54,000	CA CJ 62,500 J 60,000	DC 55,000
Mississippi	CJ **60,000** PJ **59,500**	**59,000**	**51,000**		CC **51,000** ChC **51,000**
Missouri*	54,580	52,080 Comm 52,080	40,000	CA 49,530	CC J 46,980 AJ 34,230 to 40,350
Montana*	49,168	47,963	31,954		DC 46,758
Nebraska*	**55,930**	**55,930**	40,750		DC **51,735**
Nevada	61,500	61,500	35,650		DC 56,000
New Hampshire	53,797	51,789	46,406		SC CJ 51,789 AJ 50,434
New Jersey	80,000	78,000	Ad Dir Ct **75,000** JAd Dir limited to judicial salary	SC App Div 75,000	SC assignment judges 73,000 SC 70,000
New Mexico	56,000	55,000	48,000	CA CJ 53,000 AJ 52,000	DC 49,300

Salaries

Courts of Appellate and General Jurisdictions and State Court Administrators

Abbreviations

AC Appellate Court
AJ Associate Judge, Justice
App Appellate
Asst Assistant
CA Court of Appeals
CC Circuit Court
Ch Chancellor
Cir Circuit
CJ Chief Justice, Judge
Co County
Comm Commissioner
Comp Compensation
CP Court of Common Pleas
Cr Criminal
CSA Court of Special Appeals
DC District Court
DCA District Court of Appeals
Gen Sess Ct General Sessions Court
J Judge
JC Justice Courts
JDRC Juvenile and Domestic Relations Court
JP Justice of the Peace
MC Municipal Court
P Presiding or President
PC Probate Court
PoC Police Court
SC Supenor Court
SCA State Court Administrator
SpecJ Special Judge
SrC Surrogate Court
Sup Supreme
Supp Supplement

	Highest Court CJ	Highest Court AJ	State Court Administrator	Intermediate Appellate Court	General Trial Court
New York	84,263	80,892	76,151	App Div Sup Ct 1,2,3,4th Depts PJ 74,151 AJ 69,657 App Terms Sup Ct 1,2,9,10,11,12th Dists 67,163	SC 1st through 12th Judicial Districts 65,163
North Carolina † plus 4 8% after 5 yrs and 9 6% after 10 yrs.	61,128†	59,868†	53,496	CA CJ 57,948† AJ 56,676†	SC Senior J 51,984† J 50,328†
North Dakota	55,400	53,900	48,508		DCPJ 51,800 50,600
Ohio	**72,000**	**68,000**	**61,936**	CA **64,000**	CC Pleas **55,500** to **60,500**
Oklahoma	61,776	59,136	55,440	CA 55,440	DC Dist J 49,280 A Dist J Pop over 30,000 44,352 10,000 to 30,000 39,424 under 10,000 36,960 Spec J (lawyer and nonlawyer) 36,960
Oregon	54,637	53,308	**48,360**	CA CJ 53,308 AJ 52,039 Tax Court 49 967	CC 48,356
Pennsylvania	**79,000**	**76,500**	60,000	SC & Commonwealth Ct PJ **76,000** AJ **74,500**	CP PJ **65,000** to **67,500** depending on number of judges and population J **65,000**
Rhode Island	**60,000** to **72,000** Based on longevity	**56,500** to **67,800**	46,359 to 56,317		SC PJ **55,250** to **66,300** AJ **52,000** to **62,400** Based on longevity
South Carolina	71,251	63,128	48,661	CA CJ 67,190 J 63,128	CC 63,128
South Dakota*	50,755	48,755	44,498		PCirJ 46,500 CirJ 45,500 Law trained magistrate up to 31,826 Magistrate (part time) up to 13,731
Tennessee	68,175	65,650	63 125	PJ 64,135 AJ 63,125	CC 60,600 ChC 60,600 CrC 60,600 Equity C 60 600

NOTE: Boldface figures indicate changes since last survey

*See page 7 for pending or future changes.

Salaries

Courts of Appellate and General Jurisdictions and State Court Administrators

	Highest Court CJ	Highest Court AJ	State Court Administrator	Intermediate Appellate Court	General Trial Court
Texas*	74,800 CCrA 74,800	74,300 CCrA 74,300	**52,900**	CA CJ 67,320 AJ 66,870 Local supps to salary 1,000 less than SupCJ	DC state salary 52,900 Local supps up to salary 1,000 less than CAJ
Utah*	51,500	50,000	45,000		DC 45,000
Vermont	49,650	47,350	42,900		AdJ 47,350 SCoJ and DCJ 45,050 Asst J 51 50 per day
Virginia*	64,000 plus 4,000 in lieu of travel expenses	61,400	57,000		CC 57,000
Washington*	51,500	51,500	40,200	CA 48,100	SC 44,700 ProTemJ 107 28 per day ProTemAtty 178 80 per day
West Virginia*	49,000	49,000	46,000		CC 45 000
Wisconsin	65 212	57 687	52,918	52,918	CC state pay 50 659
Wyoming	63,500	63,500	36,440		DC 61 000
District of Columbia	70,070 DC Court of Appeals	69,570	65,790 ExecOff of DC Courts		SC CJ 66,290 AJ 65,790
Federal Syatem	100,700	96,700	AdDirCt 73,100	CA 77,300	DC 73,100
American Samoa	73,006	70,026	20,177		Handled by CJ or AJ
Guam			**36,838**		PJ **45,838** J **44,338**
Puerto Rico	**44,600**	**44,000**	**39,000**		SC **38,000** DC **32,000**
Virgin Islands			38 900		Territonal Ct PJ 59 900 AJ 57 200

Judicial Salaries in Appellate and Trial Courts

This table lists salaries paid to associate justices for the highest court and intermediate appellate court, and state-paid salaries of general trial court judges. In states where localities may supplement state-paid salaries, these supplements added to the basic salary are shown in parentheses immediately below the first figure. Salary ranges, based on cost-of-living differences, length of service, or other factors, are also indicated. The boldface figures in parentheses immediately following salaries indicate the state's ranking (high to low) in salaries paid to judges at each level.

The last column indicates the date of the last salary change for highest, intermediate appellate, or general trial court judges for each state court system.

The mean average, median, and range for each level of court is shown following Wyoming. For the highest and the general trial courts these averages are based on figures for the 50 states. For intermediate appellate courts the average is that of the 35 states that have such courts. All averages and rankings are based on the lowest salary of the range or on salaries without supplements.

Salary information on special and limited jurisdiction state courts is available by contacting:

Jeanne A. Ito
Director, Survey of Judicial Salaries
National Center for State Courts
300 Newport Avenue
Williamsburg, VA 23185
804-253-2000

	Highest Court		Intermediate Appellate Court		General Trial Court		Date of Last Salary Change
Alabama	58,000	**(25)**	57,000	**(18)**	48,000	**(38)**	4-27-82
					(67,200)		
Alaska	81,648	**(2)**	76,188	**(2)**	73,620	**(1)**	1-1-83
	to 94,440				to 87,780		
Arizona	57,500	**(28)**	55,500	**(21)**	53,000	**(19)***	1-1-83
Arkansas	51,573	**(41)**	49,817	**(31)**	48,060	**(37)**	7-1-83
California	81,859	**(1)**	76,745	**(1)**	67,063	**(3)**	1-1-84
Colorado	55,600	**(33)**	51,152	**(29)**	47,260	**(39)**	1-1-82
Connecticut	58,300	**(24)**	55,700	**(20)**	53,000	**(19)***	7-1-83
Delaware	59,000	**(22)***			55,500	**(16)***	1-1-84
Florida	67,588	**(10)**	60,994	**(14)**	58,247	**(12)**	10-1-83
Georgia	57,680	**(27)**	57,054	**(17)**	48,276	**(36)**	7-1-83
					(67,328)		
Hawaii	53,460	**(36)**	51,975	**(28)**	50,490	**(29)**	7-1-82
Idaho	47,300	**(48)**	46,300	**(35)**	45,300	**(43)**	7-1-82
Illinois	75,000	**(6)**	70,000	**(6)**	60,500	**(9)**	7-1-83
					to 65,500		
Indiana	47,244	**(49)**	47,244	**(34)**	39,932	**(50)**	10-1-82
	(50,244)		(50,244)		to 42,182		
Iowa	57,100	**(29)**	54,200	**(24)**	50,700	**(26)**	7-1-82
Kansas	52,864	**(38)**	50,639	**(30)**	48,969	**(34)**	2-1-84
Kentucky	56,664	**(30)**	54,351	**(23)**	52,038	**(22)**	7-1-83
Louisiana	66,566	**(11)**	63,367	**(10)**	60,169	**(10)**	9-1-81
Maine	44,431	**(50)**			43,736	**(48)**	9-23-83
Maryland	62,500	**(16)***	60,000	**(15)***	58,000	**(13)**	7-1-82
Massachusetts	62,500	**(16)***	62,500	**(13)**	60,000	**(11)**	1-1-83
Michigan	74,000	**(8)**	71,040	**(5)**	40,700	**(49)**	1-1-84
					(68,080)		
Minnesota	65,000	**(13)**	60,000	**(15)***	55,000	**(18)**	7-1-83
Mississippi	59,000	**(22)***			51,000	**(25)**	1-1-84
Missouri	52,080	**(39)**	49,530	**(32)**	46,980	**(40)**	7-1-83
Montana	47,963	**(46)**			46,758	**(41)**	7-1-83
Nebraska	55,930	**(32)**			51,735	**(24)**	1-1-84
Nevada	61,500	**(18)**			56,000	**(15)**	1-1-83
New Hampshire	51,789	**(40)**			50,434	**(30)**	6-10-83
New Jersey	78,000	**(4)**	75,000	**(3)**	70,000	**(2)**	1-19-82
New Mexico	55,000	**(34)**	52,000	**(27)**	49,300	**(32)**	7-1-83
New York	80,892	**(3)**	69,657	**(7)**	65,163	**(4)**	7-22-82
North Carolina	59,868	**(20)**	56,676	**(19)**	50,328	**(31)**	7-1-83
North Dakota	53,900	**(35)**			50,600	**(28)**	7-1-82
Ohio	68,000	**(9)**	64,000	**(9)**	55,500	**(16)***	1-1-84
					to 60,500		
Oklahoma	59,136	**(21)**	55,440	**(22)**	49,280	**(33)**	7-1-82
Oregon	53,308	**(37)**	52,039	**(26)**	48,356	**(35)**	4-1-81
Pennsylvania	76,500	**(5)**	74,500	**(4)**	65,000	**(5)**	12-1-83
Rhode Island	56,500	**(31)**			52,000	**(23)**	1-8-84
	to 67,800				to 62,400		
South Carolina	63,128	**(15)**	63,128	**(11)**	63,128	**(6)**	7-1-83
South Dakota	48,755	**(45)**			45,500	**(42)**	7-1-83
Tennessee	65,650	**(12)**	63,125	**(12)**	60,600	**(8)**	7-1-83
Texas	74,300	**(7)**	66,870	**(8)**	52,900	**(21)**	9-1-83
Utah	50,000	**(43)**			45,000	**(45)***	7-1-82
Vermont	47,350	**(47)**			45,050	**(44)**	7-1-83
Virginia	61,400	**(19)**			57,000	**(14)**	7-1-82
Washington	51,500	**(42)**	48,100	**(33)**	44,700	**(47)**	7-1-80
West Virginia	49,000	**(44)**			45,000	**(45)***	7-1-81
Wisconsin	57,687	**(26)**	52,918	**(25)**	50,659	**(27)**	8-1-83
Wyoming	63,500	**(14)**			61,000	**(7)**	1-1-82
Mean Average	59,900		59,278		52,931		
Median	57,844		57,000		50,850		
Range	44,431		46,300		39,932		
	to 81,859		to 76,745		to 73,620		
District of Columbia	69,570				65,790		12-18-82
Federal System	96,700		77,300		73,100		12-18-82
American Samoa	70,026						7-15-81
Guam					44,338		
Puerto Rico	44,000				32,000		
					to 38,000		10-1-83
Virgin Islands					57,200		10-1-81

*Tie rank

Future Salaries and Pending Legislation

Arizona: Effective January 1, 1985: Supreme Court justices 67,500; Court of Appeals judges 65,500; Superior Court judges 62,500.

Arkansas: Effective July 1, 1984: Supreme Court chief justice 59,240, associate justices 54,410; Court of Appeals chief judge 53,484, associate judges 52,557; Circuit Court and Chancery Court judges 50,703; executive secretary to the judicial department 41,843.

Colorado: Effective July 1, 1984: Supreme Court chief justice 65,500, associate justices 63,000; Court of Appeals chief justice 61,000, associate justices 58,500; District Court judges 54,000.

Connecticut: Effective July 1, 1984, Supreme Court chief justice 67,400, associate justices 61,800; Appellate Court judges 59,000; Superior Court judges 56,200; chief court administrator 64,700. Effective July 1, 1985, Supreme Court chief justice 72,000, associate justices 65,500; Appellate Court judges 62,500; Superior Court judges 59,600; chief court administrator 68,600.

Georgia: Effective July 1, 1984: Supreme Court chief justice and associate justices 63,700; Court of Appeals judges 63,210; and Superior Court judges base pay 54,500.

Indiana: Effective January 1, 1985: Supreme Court chief justice and associate justices 60,000; Court of Appeals judges 55,000; Circuit and Superior Court judges 50,000.

Iowa: Effective July 1, 1984: Supreme Court chief justice 66,200, associate justices 60,900; Court of Appeals chief judge 59,100, associate judges 57,800; District Court chief judge 56,500, associate judges 54,000.

Kansas: Effective August 1, 1984: Supreme Court chief justice 60,782, justices 59,143; Court of Appeals chief judge 58,588, judges 57,032; District Court judge designated as administrative judge 52,002, judge 51,417, associate judge 51,417, magistrate judge 22,203, associate judge designated as administrative judge 49,665, judicial administrator 51,417. In addition, as state employees all judges are to receive a $102 bonus twice a year.

Maryland: Effective July 1, 1984: Court of Appeals chief judge 69,800, associate judges 68,200; Court of Special Appeals chief judge 67,100, associate judges 65,400; Circuit Court chief judge and associate judges 63,300; state court administrator 60,800.

Minnesota: Effective January 1, 1985: Supreme Court chief justice 73,700, associate justices 68,400; Court of Appeals chief judge 65,800, judges 63,100; District Court judges 60,500.

Missouri: Effective July 1, 1984: Supreme Court chief justice 58,401, justices and commissioners 55,726; Court of Appeals judges 52,997; Circuit Court judges 50,269; state court administrator 42,800. Effective August 13, 1984: Supreme Court chief justice 75,000, justices 72,500; Court of Appeals judges 67,500; Circuit Court judges 62,500.

Montana: Effective July 1, 1984, Supreme Court chief justice 50,151, associate justices 48,923; District Court judges 47,693.

Nebraska: Effective January 1, 1985: Supreme Court chief justice and associate justices 58,727; District Court judges 54,322.

South Dakota: Effective July 1, 1984: Supreme Court chief justice 54,677, associate justices 52,677; Circuit Court presiding judge 50,140, judges 49,140, law trained magistrate up to 33,099, magistrates (part-time) up to 14,208, state court administrator 48,057.

Texas: Effective September 1, 1984: Supreme Court chief justice 77,000, associate justices 76,500; Court of Criminal Appeals presiding judge 77,000, judges 76,500; Court of Appeals chief justice 69,300, associate justices 68,850; District Court judges 54,500; administrative director of the courts 54,500.

Utah: Effective July 1, 1984: Supreme Court chief justice 53,500, associate justices 53,000; District Court judges 48,000; state court administrator 48,000.

Virginia: Effective July 1, 1984: Supreme Court chief justice 72,006, associate justices 67,540; Circuit Court judges 62,780; General District Court and Juvenile and Domestic Relations Court judges 56,430; executive secretary of the Supreme Court 62,780

Washington: Effective July 1, 1984. Supreme Court chief justice and associate justices 66,000; Court of Appeals judges 63,000, Superior Court judges 60,000.

West Virginia: Effective July 1, 1984 Supreme Court of Appeals chief justice and associate justices 55,000. Circuit Court judges 50,000; magistrates 17,250 to 25,125.

APPENDIX E

2-18-312. Statewide pay schedule for fiscal year 1985. The statewide classification pay schedule for fiscal year 1985 is as follows:

Annual Hours — 2080
Pay Matrix — State

Note: Includes Insurance
Matrix Type — Annual

	STEP												
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13
1	8,713	9,369	9,556	9,747	9,942	10,141	10,344	10,551	10,762	10,977	11,197	11,421	11,878
2	9,195	9,887	10,085	10,287	10,493	10,703	10,917	11,135	11,358	11,585	11,817	12,053	12,535
3	9,719	10,451	10,660	10,873	11,090	11,312	11,538	11,769	12,004	12,244	12,489	12,739	13,249
4	10,292	11,067	11,288	11,514	11,744	11,979	12,219	12,463	12,712	12,966	13,225	13,490	14,030
5	10,924	11,746	11,981	12,221	12,465	12,714	12,968	13,227	13,492	13,762	14,037	14,318	14,891
6	11,616	12,490	12,740	12,995	13,255	13,520	13,790	14,066	14,347	14,634	14,927	15,226	15,835
7	12,383	13,315	13,581	13,853	14,130	14,413	14,701	14,995	15,295	15,601	15,913	16,231	16,880
8	13,210	14,204	14,488	14,778	15,074	15,375	15,683	15,997	16,317	16,643	16,976	17,316	18,009
9	14,129	15,192	15,496	15,806	16,122	16,444	16,773	17,108	17,450	17,799	18,155	18,518	19,259
10	15,135	16,274	16,599	16,931	17,270	17,615	17,967	18,326	18,693	19,067	19,448	19,837	20,630
11	16,233	17,455	17,804	18,160	18,523	18,893	19,271	19,656	20,049	20,450	20,859	21,276	22,127
12	17,450	18,763	19,138	19,521	19,911	20,309	20,715	21,129	21,552	21,983	22,423	22,871	23,786
13	18,774	20,187	20,591	21,003	21,423	21,851	22,288	22,734	23,189	23,653	24,126	24,609	25,593
14	20,404	21,940	22,379	22,827	23,284	23,750	24,225	24,710	25,204	25,708	26,222	26,746	27,816
15	22,103	23,767	24,242	24,727	25,222	25,726	26,241	26,766	27,301	27,847	28,404	28,972	30,131
16	24,011	25,818	26,334	26,861	27,398	27,946	28,505	29,075	29,657	30,250	30,855	31,472	32,731
17	26,075	28,038	28,599	29,171	29,754	30,349	30,956	31,575	32,207	32,851	33,508	34,178	35,545
18	28,357	30,491	31,101	31,723	32,357	33,004	33,664	34,337	35,024	35,724	36,438	37,167	38,654
19	30,863	33,186	33,850	34,527	35,218	35,922	36,640	37,373	38,120	38,882	39,660	40,453	40,453
20	33,600	36,129	36,852	37,589	38,341	39,108	39,890	40,688	41,502	42,332	43,179	43,179	43,179
21	36,611	39,367	40,154	40,957	41,776	42,612	43,464	44,333	45,220	46,124	46,124	46,124	46,124
22	39,915	42,919	43,777	44,653	45,546	46,457	47,386	48,334	49,301	49,301	49,301	49,301	49,301
23	43,531	46,807	47,743	48,698	49,672	50,665	51,678	52,712	52,712	52,712	52,712	52,712	52,712
24	47,503	51,078	52,100	53,142	54,205	55,289	56,395	56,395	56,395	56,395	56,395	56,395	56,395
25	51,865	55,769	56,884	58,022	59,182	60,366	60,366	60,366	60,366	60,366	60,366	60,366	60,366

History: En. 59-918 by Sec. 4, Ch. 563, L. 1977; R.C.M. 1947, 59-918; amd. Sec. 8, Ch. 678, L. 1979; amd. Sec. 5, Ch. 421, L. 1981 (Executive Order No. 7-81); amd. Sec. 2, Ch. 710, L. 1983.

Compiler's Comments

1983 Amendment: Inserted present pay matrices. Former pay matrices appeared in 1981 compiler's comments.

2-18-313. Institutional teachers' pay schedules. (1) (a) The 12-month pay schedule for institutional teachers for fiscal year 1984 is as follows:

APPENDIX F

CHIEF STATE SCHOOL OFFICERS COUNCIL

October 5, 1984

Mr. Paul E. Verdon
Staff Researcher, Salary Commission
Montana Legislative Council
State Capitol
Helena, MT 59620

Dear Mr. Verdon:

I am writing to you at the request of Mr. W.R. Anderson, Deputy Superintendent of the Office of Public Instruction. He asked our office to forward information on salary ranges for chief state school officers. Enclosed are the annual salaries of the chiefs, current as of May 1984.

I would like to note that the figures presented here do not reflect the most recent salary information for the chief state school officers in Mississippi, Arkansas, and Oklahoma. These offices have only recently been filled and we have not received the up-dated figures yet.

Given these caveats, the average salary for the 50 chiefs is $55,873. Superintendent Ed Argenbright's salary of $38,000 ranks 47th out of the 50. Those in the top 25% earn $62,500 or more, the mid-point salary is $55,740, and those in the last quartile earn $48,500 or less.

I hope this information will be of some use to you in your upcoming meeting. If you have any questions, please feel free to call, 202/393-8149.

Sincerely,

Jacqueline M. Hunt

Jacqueline M. Hunt
Project Associate

Enclosure
cc: Mr. W.R. Anderson
Dr. William F. Pierce

JMH

COUNCIL OF CHIEF STATE SCHOOL OFFICERS
379 Hall of the States, 400 North Capitol Street, N.W., Washington, D.C. 20001 • 202/393-8161

Report Date 84/10/05
Last Revision Date :84/10/05

SALARY AVERAGES & RANGES

	STATE	NAME	SALARY	EFFECTIVE DATE
1.	NEW YORK	GORDON M. AMBACH	$76,100	12/31/81
2.	DELAWARE	WILLIAM B. KEENE	$72,000	01/01/84
3.	COLORADO	CALVIN M. FRAZIER	$71,349	07/01/83
4.	ALASKA	HAROLD RAYNOLDS,JR.	$70,116	05/01/83
5.	NEW JERSEY	SAUL COOPERMAN	$70,000	07/01/82
6.	WEST VIRGINIA	ROY TRUBY	$70,000	07/01/84
7.	ILLINOIS	DONALD G. GILL	$69,347	08/01/81
8.	MASSACHUSETTS	JOHN H. LAWSON	$66,000	01/01/84
9.	ALABAMA	WAYNE TEAGUE	$65,000	01/01/84
10.	TEXAS	RAYMON L. BYNUM	$65,000	01/01/84
11.	CONNECTICUT	GERALD N. TIROZZI	$64,196	01/01/84
12.	UTAH	G. LELAND BURNINGHAM	$63,000	01/01/84
13.	MICHIGAN	PHILLIP E. RUNKEL	$62,500	01/01/84
14.	MARYLAND	DAVID W. HORNBECK	$62,000	07/01/83
15.	OHIO	FRANKLIN B. WALTER	$61,793	01/01/84
16.	KANSAS	HAROLD L. BLACKBURN	$61,000	12/18/83
17.	FLORIDA	RALPH D. TURLINGTON	$60,900	01/01/84
18.	GEORGIA	CHARLES McDANIEL	$60,766	07/01/84
19.	MINNESOTA	RUTH E. RANDALL	$60,625	10/05/83
20.	LOUISIANA	THOMAS G. CLAUSEN	$60,169	09/01/81
21.	NEBRASKA	JOSEPH E. LUTJEHARMS	$60,000	01/01/84
22.	RHODE ISLAND	J. TROY EARHART	$60,000	02/06/84
23.	VIRGINIA	S. JOHN DAVIS	$59,500	07/01/81
24.	WISCONSIN	HERBERT J. GROVER	$58,169	07/06/81

Report Date 84/10/05
Last Revision Date :84/10/05

SALARY AVERAGES & RANGES

STATE	NAME	SALARY	EFFECTIVE DATE
25. MISSOURI	ARTHUR L. MALLORY	$55,740	07/01/83
26. NEW MEXICO	LEONARD J.DeLAYO	$55,000	01/01/81
27. OKLAHOMA	LESLIE R. FISHER	$55,000	01/01/83
28. PENNSYLVANIA	ROBERT C. WILBURN	$55,000	01/18/83
29. SOUTH CAROLINA	CHARLIE G. WILLIAMS	$55,000	01/01/84
30. NEW HAMPSHIRE	ROBERT L. BRUNELLE	$54,000	07/01/84
31. ARKANSAS	DON R. ROBERTS	$52,720	01/01/84
32. WYOMING	LYNN O. SIMONS	$52,500	01/02/83
33. IOWA	ROBERT D. BENTON	$52,100	07/01/82
34. TENNESSEE	ROBERT L. McELRATH	$51,500	01/01/84
35. NORTH CAROLINA	A. CRAIG PHILLIPS	$51,396	01/01/82
36. HAWAII	DONNIS H. THOMPSON	$50,490	
37. NORTH DAKOTA	JOSEPH C. CRAWFORD	$50,000	01/01/82
38. KENTUCKY	ALICE C. McDONALD	$49,000	01/02/84
39. OREGON	VERNE A. DUNCAN	$48,000	01/01/84
40. VERMONT	STEPHEN S. KAAGAN	$45,100	07/01/83
41. MAINE	ROBERT E. BOOSE	$45,000	09/29/83
42. MISSISSIPPI	CHARLES E. HOLLADAY	$45,000	01/01/84
43. SOUTH DAKOTA	JAMES O. HANSEN	$45,000	01/01/84
44. NEVADA	TED SANDERS	$43,750	01/01/82
45. WASHINGTON	FRANK B. BROUILLET	$42,800	07/01/80
46. CALIFORNIA	BILL HONIG	$42,500	01/03/83
47. MONTANA	ED ARGENBRIGHT	$38,000	07/01/82
48. IDAHO	JERRY L. EVANS	$37,500	01/01/83

Report Date 84/10/05
Last Revision Date :84/10/05

SALARY AVERAGES & RANGES

STATE	NAME	SALARY	EFFECTIVE DATE
49. ARIZONA	CAROLYN WARNER	$36,000	1981
50. INDIANA	HAROLD H. NEGLEY	$36,000	01/01/84
		$2,793,626	
Grand Total			
A		$55,873	
Averages for 50 records			

APPENDIX G

PRESENTED TO MONTANA SALARY COMMISSION SEPT. 14, 1984, BY HELEN PETERSON, MEMBER, STATE TAX APPEAL BOARD

DUTIES AND RESPONSIBILITIES
STATE TAX APPEAL BOARD

HEARINGS:

Small Appeals: About 90 percent of total. Involve mostly individuals. Require state-wide travel.

Large Appeals: Corporation, industrial appeals, etc. Attorneys always involved. Deal with anywhere from thousands to millions of tax dollars. Require understanding of legal procedures.

DECISIONS:

Knowledge required: Good general background on all property values. Ability to read, understand, analyze and sometimes refute professional appraisals. Ability to read, understand, interpret and research case and statutory law.

Writing: Required by law to write Findings of Fact, Conclusions of Law and Orders. Minimum length, three legal size pages. Some much longer.

Note: Decisions go out quickly on small appeals. The larger ones are briefed. The Board must wait for briefs, read them and often spend much time in discussion.

CASE LOAD: Less than 80 appeals in the Board's first year, 1973. Average of 300 to 400 until 1978. In 1978, 1,400 appeals; 1979, nearly 3,000; 1980, about 2,400; average of about 1,200 in 1981, 1982 and 1983. All 1984 appeals not yet in. Backlog is approximately 2,000 appeals. Principal cause: Waiting for court decisions on appeal issues.

OTHER RESPONSIBILITIES:

Supervision and Education of County Tax Appeal Boards: Yearly regional meetings. General mailings to County Board members as required. Answering many County Board questions during appeal season. The number of attorneys appearing before County Boards is increasing, which generates more questions and more difficult ones. Also, STAB is responsible for auditing and approving all County Board claims. Their expenses come from STAB's budget.

Administration of Office: Falls most heavily on STAB Chairman. All members involved in procedural changes, some other matters.

Responding to Requests for Information: STAB has frequently been asked to furnish information to other state agencies, such as Community Affairs and the Legislative Council. Board must prepare budget information. Chairman must attend meetings with representatives of other state agencies.

REAPPRAISAL IN 1986 WILL SEVERELY INCREASE STAB'S CASE LOAD AND RESPONSIBILITIES

As the Department of Revenue has grown in size, expertise and complexity, demands on this Board for additional time and expanding knowledge have also increased

SALARIES, DEPARTMENT OF REVENUE PERSONNEL
(Random Selection)

Name	Position	Grade	Step	Salary
	TOP LEVEL			
Ellen Feaver	Director			$48,449
John Clark	Deputy Director	21	10	44,923
Dan Bucks	Deputy Director	21	5	40,576
	DIVISION ADMINISTRATORS			
Gregg Groepper	Property Assessment	21	10	44,923
Howard Hefflefinger	Liquor	21	5	40,576
Gerald Foster	Natural Resources & Corporation Tax	19	13	39,253
Lynn Chenoweth	Foster's Deputy	18	12	35,967
Kenneth Morrison,	Income Tax	19	9	36,920
Jon Meredith	Legal & Enforcement	21	6	41,132
	ATTORNEYS			
Larry Schuster	Property	18	13	37,454
Bruce McGinnis	Income	18	10	34,523
Mike Garrity	Liquor & other	19	10	37,681
Dave Woodgerd	Corporation	18	6	31,803
Paul Van Tricht	Natural Resources	18	6	31,802
	BUREAU CHIEFS			
*Randy Wilke	Real Property	18	9	33,824
*Jesse Munro	Personal Property	18	10	34,523
Grant Buswell	Deputy to Wilke	16	13	31,530
Bob Holliday	Industrial Property	17	11	32,308
Diana Koon	Licensing, Liquor	16	3	25,134
Don Hoffman	Natural Resources	17	13	34,344
Jeff Miller	Corporation	17	12	32,978
	OTHER POSITIONS**			
Mike Noble	Assessment Specialist	14	8	23,510
Mary Buswell	Property Tax	15	7	25,041
Mark Benson	Industrial Appraiser	15	3	23,042
Harley Warner	Field Audit Supervisor	15	9	26,101
Virgil Byford	Property Tax	14	9	24,003
Erwin Schock	Area Mgr., Property Tax	16	11	29,654
Mike Lambert	Area Mgr., Property Tax	16	11	29,654
Dave Ferguson	Area Mgr., Property Tax	16	12	30,272

*Wilke's salary increased $4,998 from fiscal 1983 to fiscal 1985. Mr. Munro's salary increased $6,971 for the same period. Most others for which we have a record increased $2,000 to $3,000 for the biennium. STAB members' salaries increased about $1,000 for the biennium.

**These are not policy making positions. These employees carry out the policies and decisions of their superiors.

STAB SALARIES, FISCAL 1985: Chairman Robert S. Raundal, $26,523; Members Helen M. Peterson and Dale D. Dean, $25,811. IF THIS BOARD HAD BEEN ON THE STATE PAY PLAN at Step 12 for 1985 at the following grades, the salaries would have been: Grade 16, $30,272; Grade 17, $32,978; Grade 18, $35,967; Grade 19, $39,253; Grade 20, $41,979; Grade 21, $44,924.

A Grade 14, where no policy or other major decisions are made has a potential for making, at Step 13, a salary of approximately $800 more that the two STAB members, and about $100 more annually that the Chairman!

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